

# Sick and safe time ordinance



## What's in the new law?

- Beginning July 1, 2017, employees will accrue sick and safe time at one hour per 30 hours worked and be compensated while using sick and safe time at normal rates of pay and benefits.
- Employees may use sick and safe time for their own health and certain family members' illness, injury or health conditions; or appointments for diagnosis, care, treatment or preventive care.
- Victims of domestic abuse, sexual assault and stalking may use sick and safe time to receive medical treatment and other necessary services.
- Employees may use sick time to stay home with a child if school is unexpectedly canceled.

## Who is affected?

- Employers with six or more employees that do not already provide comparable or more generous time off must provide paid sick and safe time.
- Employers with fewer than six employees must provide sick and safe time; it may be unpaid.
- Employees who work at least 80 hours per year within Minneapolis city limits may use sick and safe time.

## How will it be enforced?

The City of Minneapolis will implement enforcement in phases. The Department of Civil Rights will investigate complaints but will work proactively and collaboratively with employers. Penalties may vary as needed to gain cooperation and compliance. Retaliation against employees is strictly prohibited.

## Going forward

- Employers can start preparing by reviewing current tracking, recordkeeping and time-off policies.
- Watch [www.minneapolismn.gov/sicktimeinfo](http://www.minneapolismn.gov/sicktimeinfo) for emerging details on requirements.
- Join public listening sessions this fall or send feedback online.

For more information, visit [www.minneapolismn.gov/sicktimeinfo](http://www.minneapolismn.gov/sicktimeinfo), email [sicktimeinfo@minneapolismn.gov](mailto:sicktimeinfo@minneapolismn.gov) or call 311.

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